

**SCOTLAND BOARD OF EDUCATION**  
**Board Policy**

**Personnel****Personnel Certified Alcohol, Drugs and Tobacco**

The Scotland Board of Education is concerned with maintaining a safe and healthy environment for all staff and students. Medical research indicates that the use of alcohol, drugs and tobacco are hazardous to one's health. In addition to the health hazard to the individual, certified employees are entrusted with the responsibility of imparting knowledge and serving as role models to students.

**Alcohol and Drugs**

The Scotland Board of Education recognizes the importance of maintaining a drug—free environment for its staff and students. In compliance with federal and state requirements, employees are prohibited from the unlawful manufacture, distribution, dispensing, possession or use in the workplace of any alcohol, narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance. Controlled drugs are further defined in schedules I through V of Section 202 of the Controlled Substance Act (21 U.S.C. 812) and as further defined by regulation at 21 C.F.R. 1300.11 through 1300.15.

The “workplace” is defined to mean the site for the performance of work alone. That includes any school building or any school premises; any school owned vehicle or any other school—approved vehicle used to transport students to and from school activities; off school property during any school-sponsored or school—approved activity, event or function, such as field trips or athletic events, where students are under the jurisdiction of the school district.

Each employee shall notify his or her supervisor of his or her conviction occurring in the workplace as defined above, no later than 5 days after such conviction.

Each employee shall abide by the terms of the school workplace.

An employee who violates the terms of this policy may be required to successfully complete an appropriate rehabilitation program, may not be renewed or his/her employment may be suspended or terminated at the discretion of the Board.

**Tobacco**

There shall be no smoking or use of other tobacco products on school property, on transportation provided by the Board of Education, or during the course of any trip sponsored by the Board or under the supervision of the Board or its authorized agent.

**SCOTLAND BOARD OF EDUCATION**  
**Board Policy**

**Personnel (Continued)**

**Personnel Certified Alcohol, Drugs and Tobacco (Continued)**

A copy of this policy and the consequences of violating this policy shall be distributed to all employees of the Scotland Board of Education. Failure to comply with the policy may result in disciplinary action as detailed by the administration.

Legal Reference:     Drug-Free Workplace Act 102 Stat. 4305-4308  
                          Drug—Free Schools and Community Act, P.L.99~570, as amended by  
  P.L. 101-226(199)  
                          21 U.S.C. 812, Controlled Substance Act I through V, 202  
                          21 C.F.R. 1300.11 through 1300.15 regulation  
                          54 Fed. Reg. 4946 (1989)

Connecticut General Statutes  
1—21b Smoking Prohibited in Certain Places

Final Approval: 05/01/01